



**U.S. DEPARTMENT OF COMMERCE  
BUREAU OF THE CENSUS  
RECRUITMENT BULLETIN**

**ISSUE DATE:** October 9, 2014

**Recruitment Bulletin No.:** 14-23E-DCFS-507  
**Philadelphia Regional Office**

**CLOSING DATE:** December 29, 2014

**CUT-OFF DATES:** The initial cut-off date of this Recruitment Bulletin is 12:00 am ET, Thursday, October 23, 2014. All qualified applicants received by this date will be referred to the selecting official.

There will be subsequent cut-off dates until all positions are filled or until the Recruitment Bulletin expires at 12:00 am ET December 29, 2014. All qualified applicants received by the cut-off dates listed below will be referred to the selecting official until all positions are filled. Applicants need only apply one time to this recruitment bulletin but must apply for all grades the applicants feels he/she is qualified.

12:00 am ET, Thursday, November 6, 2014  
12:00 am ET, Thursday, November 20, 2014  
12:00 am ET, Thursday, December 4, 2014  
12:00 am ET, Thursday, December 18, 2014  
12:00 am ET, Monday, December 29, 2014

**POSITION:** Field Leader

**SALARY RANGE:**

**GS-0303-05:** \$15.15 - \$21.44 per hour

**POSITION:** Field Supervisor

**SALARY RANGE:**

**GS-0303-6/7:** \$16.89 - \$26.56 per hour

(Applicants must submit a separate application for all grade levels for which you want to be considered.)

**NUMBER OF POSITIONS:** FEW

IF HIRED ON A TEMPORARY APPOINTMENT (NTE) YOU ARE NOT ENTITLED TO THE FOLLOWING: PAID HOLIDAYS, HEALTH BENEFITS, WITHIN GRADE INCREASES AND PROMOTIONS. THIS POSITION MAY BECOME PERMANENT WITHOUT FURTHER COMPETITION.

**SELECTIVE FACTOR:** In limited areas, this position may have a language requirement. Indicate clearly on your application/resume the language(s) that you speak, read and write fluently. Bilingual applicants are encouraged to apply.

**WORK SCHEDULE:** This position has a mixed-tour work schedule. A mixed-tour work schedule provides for periods of full-time, part-time and/or intermittent work to accommodate fluctuating workloads. The candidate(s) selected for this position must sign an agreement outlining the conditions of employment prior to appointment.

## **WHO MAY APPLY:**

### **External – All Sources**

**All U.S. Citizens who have a physical residence within the area of consideration listed below when applying.**

**DUTY LOCATION:** Applicants who are selected for employment will work out of their home.

### **AREA OF CONSIDERATION:**

Applications will be accepted from all sources within the following geographic area(s):

#### **Washington, DC**

**Maryland** – Calvert County, Cecil County, Charles County, Frederick County, Montgomery County, Prince George's County

**Virginia** – Arlington County, Clarke County, Culpepper County, Fairfax County, Fauquier County, Loudoun County, Prince William County, Rappahannock County, Spotsylvania County, Stafford County, Warren County, Alexandria City, Fairfax City, Falls Church City, Fredericksburg City, Manassas City, Manassas Park City

**West Virginia** – Jefferson County

## **RELOCATION EXPENSES WILL NOT BE PAID.**

### **DUTIES:**

#### Field Leader

The incumbent performs Field Leader activities providing guidance and instruction to Field Representatives (FRs) within an assigned program area. A Field Leader assists in conducting group-training sessions (both initial and replacement) for Field Representatives using verbatim training guides, instructing them in interviewing procedures with respondents, supervisors, and other persons as appropriate. The incumbent reads survey materials and conducts door-to-door surveys. Does re-interviews as a quality control measure. Converts non-interview (including refusals) by both telephone and personal visit, using skilled interviewing and probing techniques to obtain required data. The Field Leader, with supervisory approval, will reassign cases as needed within the team. On a continuing basis, the incumbent provides direct on-the-spot advice and guidance to the field staff. Provides assistance with both general and specific problems (including on-the-job training) and serves as a troubleshooter.

The incumbent may occasionally be required to lift boxes or survey materials or laptops weighing up to 30 pounds.

#### Field Supervisor

The incumbent performs field supervision activities for field staff within an assigned program area. The Field Supervisor provides guidance to assigned field staff on interviewing techniques and interview matters. The Field Supervisor duties include reviewing performance, writing performance evaluations and initiating performance and conduct based actions. The Field Supervisor is responsible for making assignments and reviewing the performance of subordinates. A Field Supervisor assists in conducting group-training sessions (both initial and replacement) for field staff, using verbatim training guides and instructing them in interviewing procedures. The incumbent will be responsible for communicating with respondents, supervisors, and other persons as appropriate. The incumbent reads survey materials and conducts door-to-door surveys. Does re-interviews as a quality control measure. Also may be assigned a varying number of non-interviews referred by the regular interviewing staff. Converts non-interview (including refusals) by both telephone and personal visit, using skilled interviewing and probing techniques to obtain required data.

The incumbent may occasionally be required to lift boxes of survey materials or laptops weighing up to 30 pounds.

**QUALIFICATIONS:** One year of specialized experience equivalent to the lower grade level in Federal service. Specialized experience is experience which has equipped the applicant with the particular knowledge, skills and abilities to perform successfully the duties of a Field Supervisor and which is typically in or related to work of the position to be filled.

In addition, applicants must meet time-in-grade requirements for grade 6 and 7 by the closing date of this bulletin.

**Grade 5:**

Applicants must have specialized experience described as:

One year of specialized experience equivalent to the grade 4 level in the Federal service in: (1) conducting informational interviews and (2) operating a personal computer to collect data and generate reports.

Education: Successful completion of four years of education in any field above high school. This education must have been obtained in an accredited business, secretarial or technical school, junior college, college or university.

OR

An equivalent combination of education and experience.

When combining education and experience to meet this requirement, only education in excess of the first 60 semester hours is creditable.

You MUST submit a copy of your college transcripts or a list of college courses showing course number, title, grade, type (semester/quarter), and number of credit hours. Applicants selected for position will be required to supply original transcripts.

**Grade 6:**

Applicants must have specialized experience described as:

One year of specialized experience equivalent to the grade 5 level in the Federal service in: (1) conducting informational interviews, (2) operating a personal computer to collect data and generate reports, and (3) completing work assignments under stringent deadlines.

There is no substitution of education for specialized experience at this grade level.

**Grade 7:**

Applicants must have specialized experience described as:

One year of specialized experience equivalent to the grade 6 level in the Federal service in: (1) conducting informational interviews, (2) operating a personal computer to collect data and generate reports, (3) completing work assignments under stringent deadlines, and (4) leading a geographically dispersed team for a survey or data collection operation.

There is no substitution of education for specialized experience at this grade level.

Applicants must meet all qualification requirements by the closing date of this recruitment bulletin.

**EVALUATION CRITERIA:** Candidates will be evaluated on the extent and quality of their experience and/or education. Also, **candidates must complete and submit the form attached to this recruitment bulletin**, addressing how they meet the Evaluation Criteria. The application or resume must support the answer provided for each evaluation criteria question.

**HOW TO APPLY:**

Interested applicants may apply by completing:

1. A BC-170A, Census Employment Inquiry or resume. List your work duties and accomplishments relating to the job for which you are applying. **(Applicants must submit a separate application or resume for all grade levels and locations for which you want to be considered.)**
2. The Completed Evaluation Criteria Form contained in this announcement.
3. External applicants are required to take and pass a written exam, short mock interview, and scored structured interview.

The following information is needed to evaluate your qualifications and determine if you meet legal requirements for Federal employment. **Failure to provide this information may result in loss of consideration.**

- Recruitment Bulletin number, title, and lowest grade acceptable. **If you do not indicate a grade level on your application, you will be considered for the lowest grade advertised.**
- Full name, mailing address (\*including zip code), the county/parish you reside in, day and evening phone numbers (with area code).
- E-mail address, if available.
- Country of citizenship (this Federal job requires U.S. citizenship).
- Highest Federal civilian grade held (if applicable).
- Highest education level achieved. Specify: name, city, state, zip code (if known), date or expected date (month/year) of completion of degree requirements, type of degree received, and graduate of foreign universities must include proof of foreign education equivalency to an accredited U.S. college/university.
- To qualify based on education, submit a copy of your college transcript, along with your application.
- Paid and non-paid work experience related to the position. For each work experience include: job title, series/grade (if Federal employment), duties and accomplishments, employer's name and address, supervisor's name and address, starting and ending dates, hours per week, salary, and indicate if we may contact your current supervisor/employer.
- Use of any Government agency envelopes to file job application is a violation of Federal laws and regulations. Applications submitted in Government envelopes or via Government Fax machines will not be accepted.
- Complete application package must be received by the close of business (5:00 p.m. Eastern Time Zone ) on the closing date of the recruitment bulletin and submitted to:

U.S. Census Bureau  
 Attention: Recruiting – AHS FS  
 833 Chestnut Street, Suite 504  
 Philadelphia, PA 19107

Applications may also be faxed to 215-717-0875 or emailed to mailbox: [Philadelphia.fs.applicants@census.gov](mailto:Philadelphia.fs.applicants@census.gov)

For further information on this vacancy, contact Recruiting, at 1-800-563-6499.

#### **CONDITIONS OF EMPLOYMENT:**

1. Must be willing to travel throughout all parts of the Field Supervisor area on short notice.
2. Must be willing to work days, evenings and weekends.
3. Must be willing to accept all assignments and work multiple surveys.
4. Must establish and maintain a safe work environment in their residence.
5. Must have a Wired Broadband Internet Connection at your work duty station to access the Census Network environment to complete your work assignments. If Wired Broadband Internet is not available in your area, you must be able to connect to a cellular network.
6. Must have a physical residence within the area of consideration when applying.

#### **OTHER IMPORTANT INFORMATION:**

- All eligibility requirements must be met by the closing date of the recruitment bulletin.
- You must be 18 years old.
- You must pass a background check.
- You will be required to complete a Declaration for Federal Employment (OF-306) to determine your suitability for Federal employment and to authorize a background investigation. You will also be **REQUIRED TO SIGN AND CERTIFY THE ACCURACY OF ALL THE INFORMATION IN YOUR APPLICATION.** If you make a false statement in any part of your application, you may not be hired; or you may be fired after you begin to work; or you may be fined or jailed.
- If selected, male applicants over age 18 who were born after 12/31/59 must confirm their selective service registration status. Certification forms will be available at the testing session.

- Veteran's Preference - Applicants claiming 10-point veteran preference MUST submit the SF-15, Application for 10-Point Veteran Preference, with the required proof (i.e., statement from the Department of Veterans Affairs) and the latest copy of the DD-214, Certificate of Release or Discharge from Active Duty. Applicants claiming 10-point preference who do not submit the required documentation will receive 5-point veteran's preference. Applicants claiming 5-point veteran's preference must submit a DD-214 to receive preference.
- Former federal employees who received a Voluntary Separation Incentive payment (VSIP) or "Buyout" and subsequently return to a position in a Federal agency, whether by reemployment or contracts for personal services, are obligated to repay the full amount of the buyout to the agency that paid it within a specified time period.
- Selectee may be required to complete a supervisory trial period.
- This position may require lifting up to 30 pounds of survey materials or laptops.
- Disabled Veterans or any other applicants eligible for non-competitive appointments should specify their special eligibility on the application. Individuals with a disability may request reasonable accommodations by calling the Atlanta Regional Office at (enter contact information here).

THIS AGENCY PROVIDES REASONABLE ACCOMMODATIONS TO APPLICANTS WITH DISABILITIES. IF YOU NEED A REASONABLE ACCOMMODATION FOR ANY PART OF THE APPLICATION AND HIRING PROCESS, PLEASE NOTIFY THE AGENCY AT 1-800-563-6499. THE DECISION ON GRANTING REASONABLE ACCOMMODATIONS WILL BE ON A CASE-BY-CASE-BASIS.

**THE DEPARTMENT OF COMMERCE, U.S. CENSUS BUREAU  
IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

THE U.S. CENSUS BUREAU DOES NOT DISCRIMINATE IN EMPLOYMENT ON THE BASIS OF RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN, POLITICAL AFFILIATION, SEXUAL ORIENTATION, MARITAL STATUS, DISABILITY, AGE MEMBERSHIP IN AN EMPLOYEE ORGANIZATION, OR OTHER NONMERIT FACTOR.

## Field Leader/Supervisor Evaluation Criteria

**Applicant's Name:** \_\_\_\_\_

**Vacancy Announcement #:** \_\_\_\_\_

**Grade Applying For:** \_\_\_\_\_

**Score  
(for  
office  
use  
only)**

Circle the answer that best matches your experience in Column A and document where this experience is documented in your resume in Column B. To receive credit you must complete both Columns A and B.

### Column A

### Column B

**1. How many employees have you supervised? Supervisors plan, schedule, and direct work. They evaluate work performance and ensure that subordinate staff complete work in accordance with standards.**

- A. Supervise 7 or more employees
- B. Supervise 4 to 6 employees
- C. Supervise 3 or fewer employees or Lead 2 or more employees
- D. My experience is less than what is described

**2. Circle all activities for which you have been responsible.**

- A. Training employees
- B. Assign work to employees
- C. Provide guidance to employees on work and administrative
- D. Evaluating performance
- E. Disciplining and/or terminating employees
- F. Approving payroll and leave
- G. None of the above.

**3. What experience do you have leading a survey data collection?**

- A. I have led a geographically dispersed team that collected data through interviews in an area characterized by linguistic isolation, gate communities, and/or urban inner cities.
- B. I have led a geographically dispersed team that collected data through interviews.
- C. I assisted a supervisor who led a geographically dispersed team that collected data through interviews.
- D. I have worked for a survey or data collection operation.
- E. My experience is less than what is described above.

**4. I have experience demonstrating the ability to work under pressure in a fast-paced environment with the ability to perform multiple tasks supporting various staff members.**

- A. Yes
- B. No

**5. Which one of the following best describes your experience reviewing production and progress reports to pinpoint errors or problems and take corrective action?**

- A. I have implemented corrective action after reviewing production and progress reports.
- B. I have recommended corrective action after reviewing production and progress reports.
- C. I have reviewed production or progress reports to determine problems.
- D. My experience is less than what is described above.

**6. Select the option that best describes your experience**

<p><b>communicating with others.</b></p> <p>A. Experience accurately explaining and clarifying non-routine information and ideas to others through own initiative to promote operational efficiency.</p> <p>B. Experience accurately conveying non-routine information to others upon request.</p> <p>C. Experience accurately conveying standard, routine information to others upon request.</p> <p>D. I do not have any experience as described above.</p>		
<p><b>7. Do you have experience reporting problems and corrective actions to employees at multiple levels within an organization?</b></p> <p>A. Yes</p> <p>B. No</p>		
<p><b>8. Have you served as a liaison between two or more organizations?</b></p> <p>A. Yes</p> <p>B. No</p>		
<p><b>9. Have you conducted interviews / re-interviews for a survey or data collection for an organization?</b></p> <p>A. Yes</p> <p>B. No</p>		
<p><b>10. Do you have experience convincing reluctant respondents to participate in surveys or censuses for an organization?</b></p> <p>A. Yes</p> <p>B. No</p>		
<p><b>11. Do you have experience handling large volume of work while using numerous guidelines, materials, and various programs to conduct a survey?</b></p> <p>A. Yes</p> <p>B. No</p>		
<p><b>12. How many demographic surveys have you conducted interviews for?</b></p> <p>A. 5 or more</p> <p>B. 3 or 4</p> <p>C. 1 or 2</p> <p>D. None</p>		